Author’s response to reviews

Title: Associations between Occupational Stress, Burnout and Well-being among Manufacturing Workers: Mediating Roles of Psychological capital and Self-esteem

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Author’s response to reviews:

Dear Editor and reviewer,

On behalf of my co-authors, we thank you very much for giving us an opportunity to revise our manuscript. We appreciate reviewers very much for their constructive suggestions on our manuscript entitled “Associations between Occupational Stress, Burnout and Well-being among Manufacturing Workers: Mediating Roles of Psychological capital and Self-esteem”. To address the critiques, we revised our manuscript according to comments. All changes are marked as green color, which we would like to submit for your kind consideration. We would like to express our great appreciation to you and reviewers for comments on our paper.

Looking forward to hearing from you.

Yours sincerely,

Lie Wang.

Correspondence to Prof. Damiano Girardi (reviewer1):

1. Response the comments: Please report in the text that mean substitution was adopted.
Response: It has been added on line 231.

2. Response the comments: Please report in the text that four different models were estimated, one for flourishing and one for each dimension of burnout.

Response: Line 220-221. This part has been reported in the revised paper.

3. Response the comments: In my opinion, the notation used by the authors in this revised section (lines 264-266; see also the caption of table 4) is not clear. Indeed, usually $c'$ reflects the partial effect of the independent variable on the dependent variable, controlling for the effect of mediators, whereas $a*b$ reflects the indirect effect of the independent variable on the dependent variable through the mediator (see for example MacKinnon, Fritz, Williams, & Lockwood, 2007, doi:10.3758/BF03193007). Accordingly, I believe that the "Mediating effects of PsyCap and self-esteem" section (which is particularly relevant) is quite difficult to follow. The same also applies to Table 3 and 4. Moreover, it is not clear to me whether the authors used standardized or unstandardized data for bootstrap procedures, since I could not find a response to my previous comment. Indeed, I noticed different values for confidence intervals in Table 4, but the authors also stated in the manuscript that "All study variables were standardized before the regression analyses to account for differences in all scale scores" (lines 226-227).

Response: We are truly sorry for this difficult reading section. Thank you for your careful instruction. Firstly, the whole part of “Mediating effects of PsyCap and self-esteem” has been re-written (line 264-286.). Otherwise, the revised version added some instructions about intermediary action judgment standard (BCa 95% CI excluding 0) and the partial or full mediation (significant of $c'$). Secondly, the sentence of “All study variables were standardized before the regression analyses to account for differences in all scale scores” in the statistical analyses section has been deleted. Given the comments and relative literatures presented in the first comments letter by the reviewer, we used unstandardized data for bootstrap procedures (as listed in table 4). We also consulted some experts in relevant research field, standardized data were both unnecessary in the regression analyses and bootstrap procedures, although most of the time there was no obvious difference from the point of results. Finally, if there are still some problems we have not corrected, please kindly make a comment or criticism. Thank you for your valuable time and patience!